

Callaway Cares

Executive Director / CEO

EIN 854017579
 MO · NTEE K30
 FY ending 2024-08-31
 June 10, 2026

This analysis benchmarks the total compensation of **April Redman, Executive Director / CEO** (\$38,000) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

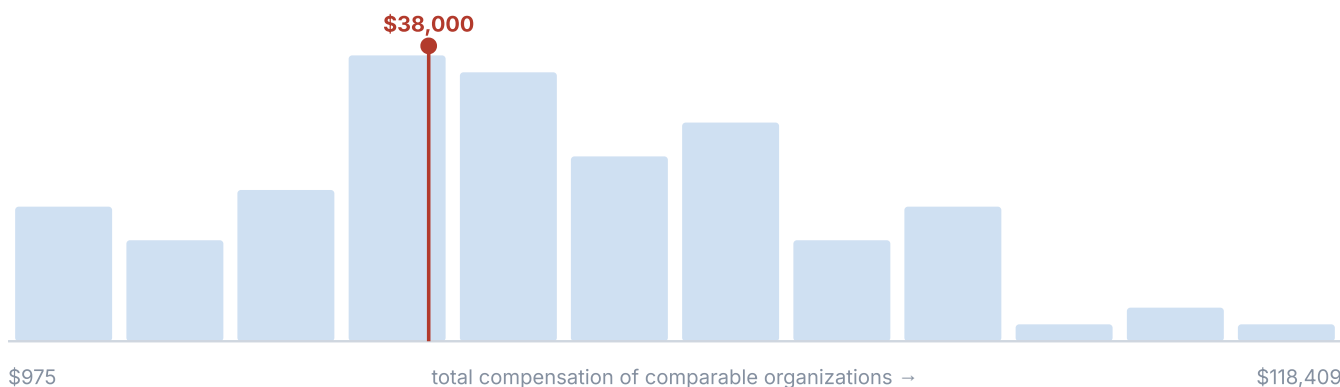
Benchmarked executive: April Redman — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (K30).
BUDGET	Total revenue between \$231,219 and \$517,656 — 0.67x to 1.50x the subject's \$345,104 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (K30), nationwide + budget 0.67–1.5x revenue.

98 organizations qualified on sector, size, and geography → **98** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,837	\$32,272	\$45,369	\$61,779	\$79,667	\$38,000
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to MO cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nest Nourish Everyone Sustainably	IL	\$346,219	Executive Dir.	\$40,625	\$37,709	2024
Conroe Noon Lions Club Charities Inc	TX	\$346,702	Employee	\$51,658	\$47,530	2025
Provision Packs Inc	FL	\$343,114	Administrative Staff	\$60,000	\$53,217	2024
Feed And Be Fed	CA	\$341,568	Executive Director Hnrf	\$13,750	\$12,015	2022
Revive Ministries Inc	MI	\$349,278	Vice Chairperson	\$35,048	\$34,155	2024
La Clinica Del Pueblo	CO	\$349,370	Program Director	\$23,675	\$22,066	2023
Amor Healing Kitchen Inc	SC	\$349,724	Executive Di	\$68,019	\$66,997	2024
Washington State Farmers Market Assoc	WA	\$338,530	Executive Director	\$94,187	\$79,617	2024
Farming 4 Hunger Inc	MD	\$353,474	President	\$75,000	\$66,202	2024
Purple Hearts Inc	TX	\$354,196	Director	\$40,504	\$39,383	2023
Matthews Ministry Inc	NC	\$335,206	President	\$42,000	\$40,973	2024
Ampleharvestorg Inc	NJ	\$333,454	Exec Dir & P	\$84,700	\$73,509	2023
Feeding Children International	MN	\$357,553	Secretary/tr	\$97,100	\$90,587	2024
Tc Food Justice	MN	\$332,189	Executive Di	\$35,315	\$32,946	2024
Brookings Harbor Community Helpers	OR	\$329,518	Executive Di	\$70,680	\$61,972	2024
Comeunity Cafe Oc	OH	\$325,898	General Manager	\$60,211	\$60,211	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Neighborhood Meals On Wheels Inc	GA	\$325,274	Director	\$42,121	\$39,987	2024
Falls Area Community Services Inc	WI	\$323,101	Executive Director	\$73,192	\$72,170	2024
Backyard Blessings	AL	\$323,067	Executive Director	\$35,000	\$36,755	2023
Mayors Feed The Hungry Program Inc	FL	\$321,204	Executive Director	\$60,000	\$54,789	2023
Living Hope Farm Inc	PA	\$318,229	Head Farmer	\$40,000	\$37,662	2024
Hey Govind Inc	TX	\$317,045	President	\$87,500	\$82,639	2024
Morning Star Fresh Food Ministry Inc	CA	\$307,791	President	\$33,000	\$27,699	2023
Feeding Charlotte Inc	NC	\$307,435	Executive Dir.	\$40,833	\$41,011	2023
Chef To The Shelters Inc	TX	\$306,867	Executive Director	\$87,662	\$85,237	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to MO cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

● Sample, role match & sensitivity

PEER COUNT	98 organizations. Compensation range \$975–\$118,409; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$345,104); for reference, expenses \$338,638 and assets \$6,466.
ROLE MATCH	April Redman, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	38 th
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	37 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (April Redman) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 10, 2026, comparing compensation against 98 similarly situated organizations (Same NTEE sector (K30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,000 is reasonable (approximately the 38th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 10, 2026.